

ABSTRACT

Work employee target of Bakorwill Pamekasan is not all can be realized suitable to the target. Personnel competence of Bakorwill Pamekasan remain to be increased, remind that Bakorwill Pamekasan represent an agency that have basic tasks in coordinating government development implementation in local. Analyzed how extended the development of employee competence of Bakorwill Pamekasan as well as studying any factors which influences of employee competence development. Type of the research is descriptive qualitative research. Sampling technique that used in this research is purposive sampling, in this research become informant is Chief of Bakorwill Pamekasan, Secretary of Bakorwill Pamekasan and all Chief of Divisions in Bakorwill Pamekasan. Field findings show that competence development run by Bakorwill Pamekasan toward their personnel is under maximal. It is caused by some factors that hindering personnel competence development, such as : trust and value, skill/expertness, experiences, personal characteristics, motivation, emotional issues and intellectual capacity. Conclusion in this research that competence development had done toward personnel of Bakorwil Pamekasan just on following work meeting, technical meeting, congress, seminar, technical guidance and workshop. While minimum knowledge personnel of Bakorwil Pamekasan related to tupoksi (task, basic and functions), work programs and stages in performing work programs not all personnel understood them. And for skills personnel of Bakorwil Pamekasan must have capability to arrange, manage, evaluate programs and performance, managing financial and asset, communication skills, skill adaptation as well as archives and information.

Keywords : competence, employee, government